

2004 Department of Energy Human Resources & EEO/Diversity Symposium

MONDAY, JUNE 28, 2004

- 9:00 a.m. Registration - Ballroom Foyer
- 3:00 p.m. Hotel Check-In
- 6:00 p.m. Reception - Kings Garden/Le Bateau Room



TUESDAY, JUNE 29, 2004

- 8:00 a.m. Continental Breakfast and Registration - Ballroom Foyer
- 8:30 a.m. Welcome Remarks - Ballroom 1
Rita A. Bajura, Director, National Energy Technology Laboratory
Claudia Cross, Director, Human Resources, U.S. Department of Energy
- 9:00 a.m. Keynote Presentation
Jeff Davidson, Breathing Space Institute
“Managing The Pace with Grace”
- 10:00 a.m. Break - Ballroom Foyer
- 10:15 a.m. Breakout Sessions (see below for session titles) A, F, K, L, S, T, Z
- 11:45 a.m. Adjourn
- 12:00 noon Plenary Luncheon - Ballroom 2
Fred Miller, President, Kaleel Jamison Consulting Group
“Inclusion Breakthrough: Unleashing the Real Power of Diversity”
- 1:30 p.m. Breakout Sessions (see below for session titles) E, G, L, Z, BB, HH, JJ
- 3:00 p.m. Break - Ballroom Foyer
- 3:15 p.m. Breakout Sessions (see below for session titles) A, F, U, AA, II, KK
- 4:45 p.m. Adjourn
- 7:05 p.m. Optional: Baseball Game

WEDNESDAY, JUNE 30, 2004

- 8:00 a.m. Continental Breakfast and Registration - Ballroom Foyer
- 8:30 a.m. Plenary Session - Ballroom 1
Jim Hunt, President, The Write Idea
“Generational Diversity & the Workplace”
- 10:00 a.m. Break - Ballroom Foyer
- 10:15 a.m. Breakout Sessions (see below for session titles) H, N, V, AA, GG

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WEDNESDAY, JUNE 30, 2004

- 11:45 a.m. Lunch (on your own)
- 2:00 p.m. Breakout Sessions (see below for session titles) O, W, X, BB, LL
- 3:30 p.m. Break - Ballroom Foyer
- 3:45 p.m. Plenary Session - Ballroom 1
David Hardesty, President, West Virginia University
"Characteristics of a Dynamic Organization"
- 5:15 p.m. Adjourn
- 6:30 p.m. Optional: Dinner/Music River Cruise

THURSDAY, JULY 1, 2004

- 8:00 a.m. Continental Breakfast and Registration - Ballroom Foyer
- 8:30 a.m. Plenary Session - Ballroom 1
Jorge L. Farias, Director, Novations/JHoward & Associates
"Walking the Diversity Walk"
- 10:00 a.m. Break - Ballroom Foyer
- 10:15 a.m. Breakout Sessions (see below for session titles) D, J, P, X, CC, EE
- 11:45 a.m. Adjourn
- 12:00 noon Awards Luncheon - Ballroom 2 - EEO/Diversity & HR Communities
- 2:00 p.m. Breakout Sessions (see below for session titles) B, I, M, Q, Y, DD, FF
- 3:30 p.m. Break - Ballroom Foyer
- 3:45 p.m. Breakout Sessions (see below for session titles) D, J, R, Y, DD, MM
- 5:15 p.m. Adjourn
- 6:00 p.m. Community Meetings (as necessary)

FRIDAY, JULY 2, 2004

- 7:30 a.m. Breakfast Buffet - Kings Garden/Le Bateau Room
- 8:30 a.m. Symposium Overview - NNSA, ED & HR Leadership
Remarks: Ambassador Linton Brooks, Administrator, NNSA HQ
- 9:15 a.m. Closing Session
Craig Karges, President, Karges Productions
"Igniting Your Intuition"
- 10:30 a.m. Administrative Closeout
- 11:00 a.m. Checkout

<u>FINAL VERSION</u>	Track I The HR Environment	Track II The HR Response	Track III Training and Career Development	Track IV Equal Employment Opportunity	Track V Diversity	Track VI EEO/Diversity Solutions	Track VII Limited Participation
<u>Tuesday Breakout 10:15 – 11:45</u> <u>June 29th</u>	A – The FAIR Act and A-76: What’s working and what’s not?	F – Performance Management Framework and its Relationship to Human Resources	K –Focus on Technology: New Directions in the Workplace	S - Sexual Harassment Law, Policy & Accountability	Z - Examining Race Relations in the Workplace	T - OFCCP Update	L - Corporate Recruitment Mini-Summit
<u>Tuesday Breakout 1:30 – 3:00</u> <u>June 29th</u>	E – OneSC and DHS: A Study in Re-organizational Contrasts	G – Certification Programs: Are They Effective?	JJ – Focus on Training: Mentoring and Coaching	BB- Can E-Mail Get You in Trouble?	Z - Examining Race Relations in the Workplace	HH - Getting Others to Work WITH You, Not AGAINST You: Part 1	L - Corporate Recruitment Mini-Summit
<u>Tuesday Breakout 3:15 – 4:45</u> <u>June 29th</u>	A – The FAIR Act and A-76: What’s working and what’s not?	F -Performance Management Framework and its Relationship to Human Resources.	KK – Focus on Training: Developing Consulting Skills	U - Keeping Current with Disability Law & Reasonable Accommodations	AA – Embracing Workforce Differences	II - Getting Others to Work WITH You, Not AGAINST You: Part 2	
<u>Wednesday Breakout 10:15 – 11:45</u> <u>June 30th</u>	C -Transforming the IRS – CANCELLED	H – What Motivates: Do new pay systems or awards?	N - Internet Strategies for Government Decision-Makers	GG – The Alternative Dispute Resolution Solution	AA - Embracing Workforce Differences	V – What Every Supervisor/Manager Should Know About EEO: Part 1	
<u>Wednesday Breakout 2:00 – 3:30</u> <u>June 30th</u>	C -Transforming the IRS – CANCELLED	O - Focus on the Employee: Do Family Friendly programs work?	LL – Knowledge Management: A Primer	X – Shedding Light on Disputes: Basics of the No FEAR Act	BB - Can E-Mail Get You in Trouble?	W - What Every Supervisor/Manager Should Know About EEO: Part 2	
<u>Thursday Breakout 10:15 – 11:45</u> <u>July 1st</u>	D -The Human Resource Crisis in the Public Sector	J – Employee Testing: From drugs to genetics and everything in between	P - Emotional Intelligence and Leadership Development	X - Shedding Light on Disputes: Basics of the No FEAR Act	CC - The Winning Organization: Effective Leaders & “Go To” Employees	EE - Avenues for Addressing Complaints: EEOC/MSPB/OSC	
<u>Thursday Breakout 2:00 – 3:30</u> <u>July 1st</u>	B – Update on Legislative Proposals and HR Reform: How Can Agencies Prepare?	M – Dealing with post-9/11 employee anxiety	I - Providing Service in Time of Declining Resources: Are service centers the answer?	Y - EEOC Management Directive 715: The Commission Speaks	DD - Global Savvy: Communicating Across Cultures	FF – Winning Strategies: The EEO/Diversity Best Practices Awards Panel	Q – Workshop for Senior Executive Service Candidates
<u>Thursday Breakout 3:45 – 5:15</u> <u>July 1st</u>	D -The Human Resource Crisis in the Public Sector	J – Employee Testing: From drugs to genetics and everything in between	R – Change Management: First, Break All the Rules	Y - EEOC Management Directive 715: The Commission Speaks	DD - Global Savvy: Communicating Across Cultures		MM - Labor Relations/ Employee Relations Officers’ Update